

Bargain World Thrift Store

Executive Director / CEO

EIN 263077656

LA · NTEE P29

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ebony Arceneaux, Executive Director / CEO** (\$28,083) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Ebony Arceneaux — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

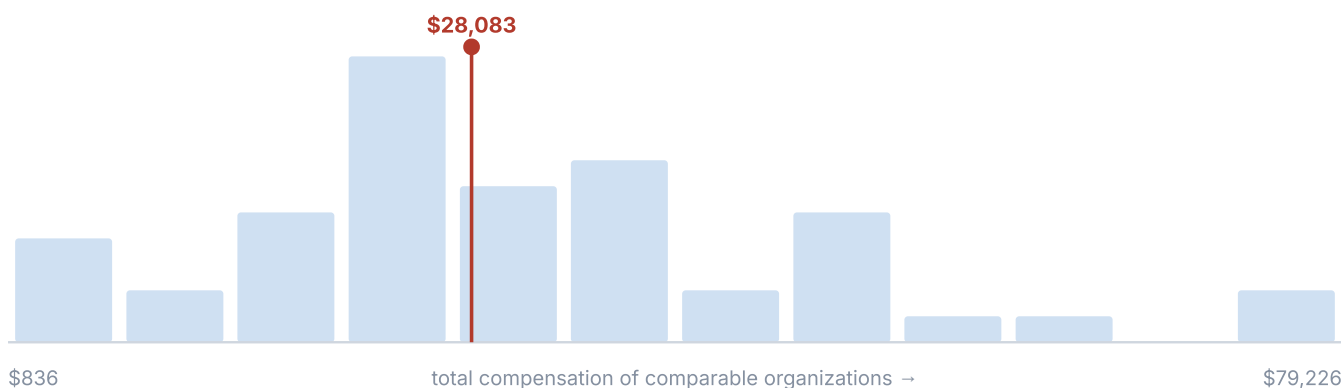
SECTOR Organizations sharing the subject's NTEE classification (P29).

BUDGET Total revenue between \$145,107 and \$324,867 — 0.67x to 1.50x the subject's \$216,578 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,458	\$20,722	\$27,825	\$38,820	\$51,194	\$28,083
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to LA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Art Salvage	WA	\$217,122	Executive Dir.	\$33,553	\$26,498	2024
Forest & Found Ltd	IL	\$218,730	President	\$73,500	\$65,622	2023
Symposia Community Bookstore	NJ	\$213,480	Manager	\$62,214	\$50,445	2023
Cause For Pawz Inc	NY	\$213,348	President	\$30,769	\$25,250	2023
The Rise (Resources In Support Of Empowerment) Concept	CA	\$212,913	Executive Director	\$28,500	\$21,708	2024
Back Porch Thrift Shop	IL	\$222,371	Executive Director	\$32,067	\$28,630	2023
Tried & True Inc	VA	\$223,579	Secretary	\$40,000	\$35,074	2023
Vintage La Conner	WA	\$208,912	Treasurer	\$6,000	\$4,739	2024
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$32,634	2023
Treasure City	TX	\$225,572	President	\$8,662	\$7,643	2024
Project Redesign Inc	TN	\$225,583	Accountant	\$10,000	\$9,272	2024
Caterkids Hawaii	HI	\$229,440	President	\$26,846	\$21,828	2023
Wonderland Thrift Shop	NH	\$201,157	Store Manage	\$33,296	\$27,921	2023
Heavens Treasure	SC	\$200,542	Business Manager	\$7,480	\$7,087	2023
Giving Tree Foundation	NC	\$199,954	Executive Director	\$42,319	\$39,711	2023
Crafted Collective Inc	KS	\$233,930	Co-executive Director	\$51,010	\$47,357	2025
Fort Lupton Food And Clothing Bank	CO	\$190,634	Exec Director	\$21,000	\$17,763	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Re Gen Er Ate	MI	\$190,260	Board Member	\$29,430	\$26,796	2024
Princeton Nearly New Shop Corp	NJ	\$246,648	Trustee	\$68,464	\$55,513	2023
Self Help Craft Of The World Inc	VA	\$185,945	Executive Director	\$30,700	\$26,920	2023
Capstone Ministries Inc	IN	\$247,501	Parish	\$28,634	\$26,636	2024
The Open Door Christian Center	SC	\$247,984	Executive Di	\$16,231	\$14,936	2024
Bull City Fair Trade	NC	\$255,049	Executive Director	\$55,089	\$50,211	2024
Overflow Community Thrift Stor	MN	\$176,589	President	\$23,597	\$20,567	2024
Volunteers Serving The Need	TX	\$261,528	Ceo	\$83,200	\$73,413	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to LA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	46 organizations. Compensation range \$836–\$79,226; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$216,578); for reference, expenses \$224,308 and assets \$43,499.
ROLE MATCH	Ebony Arceneaux, reported title <i>"Manager"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 nd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	52 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Ebony Arceneaux) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 46 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,083 is reasonable (approximately the 52nd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.